

26 October 1971

MEMORANDUM FOR: Executive Director-Comptroller

SUBJECT: Federal Woman's Award

1. A recommendation is contained in paragraph 7.
2. At your request and with the aid of the Office of Personnel I have reviewed the qualifications of the candidates whose names were submitted to you as potential Agency nominees for this year's Federal Woman's Award. I undertook this review in an attempt to determine for which candidate the strongest case could be made, assuming that in terms of basic accomplishments, all candidates are equally well qualified.
3. In an attempt to view the qualifications of the candidates through the eyes of the Board of Judges for the Award certain facts of life must be kept in mind:
 - a. The Board of Judges is made up of people from *outside* of government -- writers, educators, editors, business people -- of both sexes and almost uniformly with no government experience in their background. Each year the composition of the Board changes completely.
 - b. *Ceteris paribus*, the candidate at the higher grade has the better chance. ("Why", the judges might ask, "if the candidate is this good, has her Agency not promoted her beyond a GS-12?")
 - c. The degree of controversy over and emotional involvement in US policy toward Vietnam is so great in the country today that the average judge is likely to be squeamish about voting for a candidate whose major assignment has been concerned with that area. The average judge would not want to appear to be using the award to support so controversial a policy.

d. Similarly, covert intelligence activities have become a source of national controversy (although to a considerably lesser degree than is the case of the Vietnam War). The average judge might raise a eyebrow at the thought of rewarding a woman for "reading someone else's mail".

4. Awareness of these facts of life does not negate the possibility that a woman at GS-12 whose job has involved covert intelligence against North Vietnam could be a winning candidate. It does, however, complicate the task of convincing the judges of her worthiness and implies that the way her qualifications are expressed is all-important.

5. As I reviewed Agency nominations of past years seeking for areas wherein they could be viewed as unconvincing, it seemed to me that in almost every case the response to section 8 was not sufficiently detailed. This section asks for facts, specifics. This is the proper section, I suggest, in which to illustrate with specific examples the general statements about the candidate's accomplishments that have been alleged in earlier sections.

STATINTL

6. With these considerations in mind, it is my view that the woman with the best chance of winning the award this year is [redacted]. She is a GS-15. Her work is non-controversial in the sense that every agency whatever its mission must have budget officers. Mr. John Clarke in responding to my quest for specific examples of her accomplishments, cited a number of impressive facts which could, I believe, be treated as totally unclassified.

STATINTL

7. I recommend that the person in the Agency who is the best writer for this kind of material be assigned the job of drafting an Agency recommendation of [redacted] for the Federal Woman's Award, seeking specifics from Mr. Clarke. (I attach a statement from Mr. Clarke which contains useful material). I, of course, would be delighted to help in any way I can.

It needs more specifics than this offers -
WFE

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8. Facts of life change. In another year or two Vietnam will not be so dirty a word and covert intelligence may be less unacceptable. Also assignments change. Next year both [redacted] -- whose qualifications I found most impressive -- may be viewed in a less prejudiced light. And perhaps next year [redacted] would be willing to be a candidate, although despite my most persuasive appeals she remains adamant against it this year. In addition, I am sure that next year other highly qualified women will appear on the scene who will also be strong candidates.

[redacted]

Member, Board of National Estimates

cc: Director of Personnel
Director of Planning, Programming, and Budgeting

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SEN. I WILL CHECK CLASSIFICATION TOP AND BOTTOM

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OFFICIAL ROUTING SLIP

TO	NAME AND ADDRESS	DATE	INITIALS
1	Acting Director of Personnel	29 OCT 1971	
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<input type="checkbox"/> APPROVAL	<input type="checkbox"/> DISPATCH	<input type="checkbox"/> RECOMMENDATION
<input type="checkbox"/> COMMENT	<input type="checkbox"/> FILE	<input type="checkbox"/> RETURN
<input type="checkbox"/> CONCURRENCE	<input type="checkbox"/> INFORMATION	<input type="checkbox"/> SIGNATURE

Remarks:

Acting Executive Director has reviewed the attached and definitely feels that we should nominate someone. He asks that the Board review and advise. Please note his comment regarding candidacy and give me a call. *please.*

FOLD HERE TO

FROM: NAME, ADDRESS

O/Executive Director

DER

DATE

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28 Oct 71

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